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FISCAL IMPACT STATEMENT

LS 7186

BILL NUMBER: HB 1353

NOTE PREPARED: Jan 7, 2009

BILL AMENDED:

SUBJECT: Employee Personal Leave.

FIRST AUTHOR: Rep. Dvorak

BILL STATUS: As Introduced

FIRST SPONSOR:

FUNDS AFFECTED: X GENERAL
X DEDICATED
X FEDERAL

IMPACT: State & Local

Summary of Legislation: This bill provides that certain employees of certain employers are entitled to take: (1) 40 hours of paid leave; and (2) 16 hours of unpaid leave; in a 12-month period.

Effective Date: July 1, 2009.

Explanation of State Expenditures: The impact on the state would be as an employer and on the Department of Labor to investigate and resolve complaints.

The bill should have no fiscal impact on the state as an employer since the state provides more than the required minimum. The following are the state leave benefits:

1. Vacation Leave: Up to 90 hours earned per year, 7.5 hours per month. Bonus vacation leave after 5, 10, and 20 years of service.
2. Sick Leave: Up to 67.5 hours earned per year.
3. Personal Leave: Up to 22.5 hours earned per year.
4. Holidays: 12 holidays per year.
5. Other Paid Leave: Funeral leave, jury duty, and military leave.
6. Family Leave: Up to 12 weeks of unpaid leave per year for family care, adoption, or childbirth.
7. Community Service Leave: To promote the direct involvement of state employees in public services in their community through volunteer efforts.

The other state impact would be to the Department of Labor to investigate and resolve complaints by employees about employers. The impact would depend on the number of complaints filed and the time it

takes to resolve the complaint.

The funds and resources required to investigate and resolve complaints could be supplied through a variety of sources, including the following: (1) existing staff and resources not currently being used to capacity; (2) existing staff and resources currently being used in another program; (3) authorized, but vacant, staff positions, including those positions that would need to be reclassified; (4) funds that, otherwise, would be reverted; or (5) new appropriations.

In FY 2008, the Department of Labor reverted \$474,696 to the state General Fund. The Department of Labor as of January 5, 2009, had six vacant positions valued at about \$187,070. One of the six positions had been vacant for more than one year. Ultimately, the source of funds and resources required to satisfy the requirements of this bill will depend upon legislative and administrative actions. The bill does not contain an appropriation.

Explanation of State Revenues:

Explanation of Local Expenditures: The impact on local units would be as an employer.

Explanation of Local Revenues:

State Agencies Affected: All.

Local Agencies Affected: All.

Information Sources: <http://www.in.gov/spd/2385.htm>

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